

acmi



Reconciliation Action Plan: Innovate

February 2021 – February 2023

About the artwork

Our RAP cover shows an image from a multi channel video installation *Canopy* (2020) by Torres Strait Islander artist, director and producer John Harvey. *Canopy* was commissioned for our centrepiece exhibition *The Story of the Moving Image* and is on permanent display. The work examines First Peoples' self-representation as an important principle in the engagement with the moving image and refutes the history of representing our First People through the lens of the 'white gaze'.

"The canopy is teeming with life. It is a place where the biodiversity of species ensures the survival of us all. Through the imagery in my work, I'm exploring layers of being, from the individual to family, clan, culture, country and finally, to consciousness. Canopy invites audiences to still their minds and experience the work as a meditation with an open spirit and heart. It contains my home movies along with films I've written and directed." – John Harvey

Canopy (2020)

John Harvey, Saibai Island

Multi-screen installation

Commissioned by ACMI

Film edited by Patrick McCabe

Footage courtesy Mravicic Films, Brown Cabs, Lydia Fairhall and John Harvey

Acknowledgement of Country

ACMI acknowledges the Traditional Owners, the Wurundjeri and Boon Wurrung people of the Kulin Nation, on whose land we meet, share and work. We pay our respects to Elders past and present and extend our respect to Aboriginal and Torres Strait Islander people from all nations of this land.

Aboriginal and Torres Strait Islander peoples should be aware that this publication may contain names and images of people who have since passed away. All references to First Peoples in this publication are intended to include Aboriginal and/or Torres Strait Islander people.

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Message from Reconciliation Australia

Reconciliation Australia commends ACMI on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future. Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for ACMI to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders. By investigating and understanding the integral role it plays across its sphere of influence, ACMI will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. ACMI is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals ACMI's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes. Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations ACMI on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Introduction

ACMI is proud to be launching our first Reconciliation Action Plan (RAP), at this transformative time for our museum. As we relaunch the renewed institution following two years of planning and capital works, our commitment to ensuring that First Peoples are recognised as being at the centre of Australian culture is as strong as it has ever been. This RAP will help to guide us towards, and be accountable for, achieving the ambitious actions outlined in this document. I would like to thank Terri Janke for leading this process with ACMI and our Board especially Darren Dale and Tasneem Chopra OAM. I would also like to thank our First Nations Curators Louana Sainsbury, Kate ten Buuren and Eugenia Flynn and our RAP Working Group particularly Georgina Russell (Chair), Lesley Gillan and Sarah Tutton for all their hard work in developing this important plan.

In 2021, our museum will reopen. This renewal has given us the opportunity to reset and to consider deeply how we ensure, as Australia's national museum of screen culture, that First Peoples' culture and creativity is at the heart of our museum and we reflect where ACMI is situated – we tell a global story, in Australia, on Wurundjeri and Boon Wurrung land. Our renewal enables ACMI to continue to expand the impact of our museum in a changing world, encouraging discovery, curiosity and media literacy and supporting our commitment to championing First Peoples artists, practitioners and stories.

Our Corporate Strategy 2020 – 2024 states our beliefs that:

- First Peoples culture is at the centre of Australian culture
- commitment to diversity and inclusivity is ongoing work and must be continuously championed
- our museum must strive to be accessible, reflective and welcoming of all our communities

To bring these values to life, ACMI will seek a holistic strategic approach.

The First Peoples of Australia have used sound and image – the building blocks of our form – to tell stories for thousands of generations, from the use of light and shadow to our contemporary screen culture, and their story-telling and creative practices are at the heart of our story of the moving image. First Peoples screen makers are leaders in the Australian industry across every touchpoint our museum explores – film, television, videogames and art – and as the Australian Centre for the Moving Image, we are deeply committed to celebrating their practice. This RAP is a long overdue pathway to achieving these goals towards reconciliation.

Katrina Sedgwick
ACMI Director & CEO

Our Business

Established by the Victorian Government in 2002, ACMI is Australia's museum of screen culture. We navigate the universe of film, TV, art and videogames, celebrating the past, present and future of the moving image. We present a vibrant calendar of exhibitions, screenings, commissions, festivals, public, industry and education programs that people can engage with at home, on their devices and in our physical Federation Square and ACMI X buildings.

We are the most successful museum of our kind in the world attracting millions of visitors to our museum and our touring exhibitions, nationally and internationally. In our last full year of operation, prior to closing for redevelopment in May 2019, ACMI in Federation Square was visited by more than 1.5 million people, with another 500,000+ visiting our touring exhibitions around Australia and overseas.

Since May 2019 we have been undergoing a \$40m transformation to become a world leading multiplatform museum. We tell a global story, through an Australian lens, and our First Peoples are at the heart of what we do, how we do it and the stories we tell.

ACMI operates two sites on First Peoples' land. The ACMI museum at Federation Square and ACMI X office at Southbank are situated on the lands of the Kulin Nation. ACMI acknowledges and respects the ongoing relationship that the Wurundjeri people, the Boon Wurrung people and other First Peoples Custodians have with their lands and waters.

At December 2020, ACMI has a First Peoples Board Director, Darren Dale (since July 2019) and Board Observer, Candice Bowditch (through the Observership Program) and across our 135 staff, one full time and three part time employees who identify as First People.

ACMI is an instigator, collaborator, nurturer, educator and innovator – working with practitioners, institutions, businesses and networks across the creative industries and education sectors. We are committed to reimagining, with First Peoples, the way Aboriginal and Torres Strait Islander peoples are represented in our exhibitions and programs. This means amplifying First Peoples' voices through deeper engagement to ensure self-representation.

ACMI actively supports the Victorian Government's Creative State strategies and the Department of Jobs, Precincts and Regions' 2019-23 Strategic Plan. We support additional Government priorities, particularly the visitor economy through Visit Victoria and education through the Department of Education and Training. ACMI subscribes to the First Peoples Roadmap for Enhancing Indigenous Engagement in Museums and Galleries and is committed to reaching the critical pathways outlined in the document through our RAP actions outlined below.

Our Vision for Reconciliation

ACMI believes that First Nations culture is at the centre of Australian culture. Our museum is committed to playing an active role in strengthening the relationship between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians, for the benefit of all Australians. We understand that our commitment to diversity and inclusivity is ongoing work and must be continuously championed – and that this must be reflected by creating an inclusive museum that places First Nations culture at the centre of what we do – within our workplace, throughout our programming and who our audiences are.

We see our role in contributing to reconciliation as:

1. Building recognition and respect for First Peoples through the presentation of ongoing programs that celebrate their artworks, histories, cultures and stories across the past present and future of the moving image
2. Listen to and learn from the knowledge and experience of First Peoples past and present especially in matters affecting Country
3. Building strong and lasting relationships with First Peoples, based on principles of equal partnership, social justice and respect for past history in order to make a positive impact where it is needed most.
4. Supporting the development of a Victorian Treaty and the Uluru Statement from the Heart by encouraging constitutional change and structural reform to empower First Peoples with recognition and voice

Our RAP

ACMI's inaugural RAP sets out our steps to build positive and reciprocal relationships with First Peoples in our workplace, through our partnerships and collaborations, in our programming and with our audiences. The RAP will guide us to achieve contemporary best practice in our governance and management to support reconciliation.

Guided by our RAP, ACMI will build the capacity of First Peoples through employment, internships and career development opportunities through our staff cohort, and with artists and practitioners through commissions, exhibitions, curatorial programming and creative collaborations, business procurement and more. We will ensure Acknowledgement of Country across all of our digital and physical platforms, and that the ACMI collection appropriately acknowledges and pays respect to First Peoples as the custodians of the material. All new and existing staff will participate in cultural awareness development. We will establish engagement strategies to invite in First Peoples as regular audiences at ACMI.

Our RAP Working Group has 13 members including one staff member who identifies as First People. The current group is Chaired by Director of Development, Georgina Russell and represents a range of ACMI departments with members including our Brand Manager; Building Operations Manager; Chief Curator; Exhibitions Coordinator; Head of ACMI X & Public Programs; Head of Collections & Preservation; Head of Education; Head of Experience, Product & Digital; Head of People & Culture; Senior Executive Coordinator; Senior Exhibitions Project Coordinator; and Visitor Experience Supervisor.

We will share updates from RAP Working Group meetings with our First Peoples staff and Indigenous Advisory Group.

ACMI's Executive will set targets and, with our Board, regularly measure our performance. We will support our RAP Working Group and establish an ongoing Indigenous Advisory Group that will play a key role in feeding into and monitoring the progress of our actions. Outcomes will be reported internally and publicly and a range of communications channels will be used to share our achievements. Before we draft our next plan, we will evaluate what has worked and ask for feedback so we can build on our success.

Director & CEO Katrina Sedgwick is the champion of our RAP and will advocate for reconciliation at ACMI both internally and externally.

Our Renewal

In May 2019 ACMI closed its doors to undertake a major capital works program encompassing architectural, programmatic and technological changes. Our commitment to the First Peoples of Australia is a central tenet to this project and has led to some significant shifts in our offer to the public, our ways of working and our engagement with our community.

The new ACMI recognises that storytelling through the moving image and the technology of screen culture, are only very recent in comparison with the long continuum of First Peoples storytelling on this land. As we look to the future of the moving image in Australia, First Peoples' stories are leading the way forward with hope, beauty, strength, humour and truth. This future is increasingly inclusive, diverse, collaborative and globally renowned.

“Across the history of screen culture, Australia’s First Peoples have been represented through the lens of the ‘white gaze’. First Peoples have been portrayed as both exotic curiosity on the one hand and as stereotypically deficient on the other.

It was in the 1970s that First Peoples began to step behind the camera in more significant numbers. Indigenous people use the moving image as a way of returning the gaze, looking back and looking at one another. In addition to celebrating, practicing and sharing culture, this gaze continues to resist and disrupt popularly held notions of Australian identity, place and nationhood.

The moving image as a tool for self-representation is an important principle for the majority of First Peoples engaging with the medium of the moving image and is a fundamental principal in our new museum.”

– First Nations Curatorial Team, exhibition handbook, 2020

Across key touchstones throughout our building, the principle of self-representation and self-determination is threaded through our programs and content. This includes a series of major new film and art commissions and a new approach to interpretation that foregrounds First Peoples' perspectives. Visitors will encounter major new works by Gunditjmara Keerray Woorroong artist Vicki Couzens and Torres Strait Islander artist, director and producer John Harvey (featured on the cover of this document) as well as new films and artworks by some of Australia's most renowned and exciting established and emerging First Peoples practitioners.

Our Renewal (cont.)

We are also engaging with Traditional Owners to create two short films that recognises Traditional Owner groups, the Wurundjeri peoples and the Boon Wurrung peoples, on whose land ACMI is located and operates, that will sit at the entrances to our buildings and digital platforms. These films will be created in consultation with representative Elders from each of groups.

Our Renewal has been guided by our Indigenous Advisory Group, that was established in April 2018 for this purpose. This group has been facilitated by our First Nations Curatorial Team and chaired by former ACMI Board Director Rachael Maza OAM. The members of this group are ACMI First Nations Curators Eugenia Flynn, Louana Sainsbury and Kate Ten Buuren, with N'arweet Carolyn Briggs, Aunty Joy Murphy Wandin, Penny Smallacombe and John Harvey. Following the completion of our renewal, in 2021 the role of the Indigenous Advisory Group will shift to a broader focus across ACMI's general business and programming activity, with Director & CEO Katrina Sedgwick attending IAG meetings.

Relationships



ACMI looks to build trust and develop mutually beneficial relationships with First Peoples communities, businesses and individuals. Strong relationships are key to presenting authentic and empowering programs and events and ensuring that there is a shared responsibility for the First Peoples material in the ACMI collection.

Action	Deliverable	Timeframe	Responsibility
1. Maintain an external Indigenous Advisory Group (IAG) and seek their guidance and advice on cultural and industry matters	Maintain IAG with no more than 8 members	Complete Mar 2021	Director & CEO
	Following the completion of ACMI's Renewal in 2021, expand the scope of the IAG across all ACMI business and establish new IAG Terms of Reference to reflect this	Complete Jun 2021	Director & CEO
2. Build relationships through celebrating National Reconciliation Week (NRW)	Deliver a program of internal and external events for NRW with First People's practitioners, including at least one internal NRW event annually	Complete Jun 2021, Jun 2022	Head of Public Programs and ACMI X
	Ensure all RWG members participate in a community organised event to recognise and celebrate NRW	Complete Jun 2021, Jun 2022	Chair of RAP Working Group
	Encourage and support staff, including volunteers and senior leaders, to participate in community NRW events	Complete Jun 2021, Jun 2022	Director & CEO
	Register all ACMI NRW events via Reconciliation Australia's NRW website	Complete May 2021, May 2022	Head of Public Programs and ACMI X
	Download Reconciliation Australia's NRW resources and circulate to staff	Complete Jun 2021, Jun 2022	Head of People & Culture
3. Raise internal and external awareness of our RAP to encourage those across our business and sector to engage with reconciliation	Develop and implement a strategy to communicate the ACMI RAP and reconciliation stories to onsite and online visitors and stakeholders	Complete Feb 2021	Director of Brand & Marketing
	Promote reconciliation to our external stakeholders through active engagement	Review quarterly from Feb 2021	Director of Brand & Marketing
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation	Complete Dec 2021	Chair of RAP Working Group
	Include a statement supporting the development of a Victorian Treaty and endorsing the Uluru Statement from the Heart on ACMI's website and promote ACMI's support of these initiatives through digital channels and signage	Complete Jun 2021	Director of Brand & Marketing
	Provide resources and information to educate ACMI staff on the Uluru Statement from the Heart and encourage staff engagement with ACMI's endorsement of the Statement	Jun 2021	Director & CEO
	Provide at least three opportunities a year for ACMI staff to hear from guest speakers on topics related to reconciliation and its five dimensions (historical acceptance, race relations, equality and equity, institutional integrity and unity)	Review annually from Feb 2022	Director & CEO

Action	Deliverable	Timeframe	Responsibility
4. Promote positive race relations through anti-racism strategies	Conduct a review of HR policies and procedures to identify existing anti-racism provisions and future needs	Complete Jun 2021	Head of People & Culture
	Develop, implement and communicate an anti-racism policy for our organisation	Complete Jun 2021	Head of People & Culture
	Engage with First Peoples staff and/or First Peoples advisors to consult on our anti-racism policy	Complete Jun 2021	Head of People & Culture
	Educate senior leaders on the effects of racism	Complete Jun 2021	Head of People & Culture
5. Develop and maintain mutually beneficial relationships with First Peoples communities and organisations to support positive outcomes	Identify key First Peoples organisations, communities and stakeholders, including regional and remote communities, for potential partnership	Review annually from Dec 2021	Chair of RAP Working Group
	Work with the IAG to develop guiding principles for engagement	Complete Jun 2021	Director & CEO
	Identify responsible internal relationship managers for partnerships	Review annually from Dec 2021	Chair of RAP Working Group
	Ensure First Peoples consultants and advisors are remunerated for their time and expertise	Complete Feb 2021	Director & CEO
	Develop and adopt guidelines for engagement with First Peoples artists and other First Nations stakeholders	Review annually Dec 2021	Chief Curator
6. Provide culturally appropriate services and facilities for First Peoples artists that ensure successful participation and collaboration with ACMI	Ensure First Peoples representation on all commissioning selection panels	Review quarterly from Mar 2021	Chief Curator
	Ensure First Peoples staff engaged in programming decisions	Review quarterly from Mar 2021	Chief Curator
	Ensure adherence to Indigenous Cultural and Intellectual Property protocols	Review quarterly from Mar 2021	Chief Curator

Respect



ACMI acknowledges the importance of First Peoples and their cultures to Australian history and identity. ACMI looks to embed First Peoples' values across the organisation in order to make First Peoples feel welcome and safe. This includes building a better organisational awareness of First Peoples' cultures, histories and protocols.

Action	Deliverable	Timeframe	Responsibility
7. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of First Peoples' cultures, histories and achievements	Develop and implement a First Peoples cultural awareness training strategy for ACMI staff (including RWG and leadership team), and volunteers and build it into ACMI induction processes	Complete Jun 2021	Head of People & Culture
	Review cultural learning needs within our organisation annually	Review Feb 2022, Feb 2023	Head of People & Culture
	Work with the local Traditional Owners and/or First Peoples consultants to develop cultural awareness strategies	Complete Jun 2021	Head of People & Culture
	Create and communicate a calendar of Aboriginal and Torres Strait Islander dates of significance to all staff and promote First Peoples cultural and educational events and experiences for ACMI staff	Review Feb 2021, Feb 2022, Feb 2023	Chair of RAP Working Group
	All ACMI staff to annually attend at least one external First Peoples conference, festival, forum or other event within the sector	Review Feb 2021, Feb 2022, Feb 2023	Director & CEO
8. Engage employees in understanding the significance of First Peoples cultural protocols to ensure there is a shared meaning	Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country	Complete Feb 2021	Director & CEO
	Include an Acknowledgement of Country at the commencement of all important meetings	Complete Feb 2021	Director & CEO
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country at all significant events including openings	Complete Feb 2021	Director & CEO
	Invite Traditional Owners into the ACMI offices to explain the significance of Welcome to Country and Acknowledgement of Country for staff and volunteers	Complete Feb 2021	Director & CEO
	Install an Acknowledgement of Country at both ACMI entrances	Complete Feb 2021	Chief Curator
	Commission an artwork by First Peoples artists that includes an Acknowledgement of Country at both ACMI entrances	Complete Feb 2021	Chief Curator
	Install an Acknowledgement of Country in ACMI X and the Studio Bendigo	Complete Feb 2021	Head of Technical Services
	Install an Acknowledgement of Country as you enter the ACMI website	Complete Feb 2021	Head of Experience & Digital Products
	Create and distribute an Acknowledgement of Country for email signature for staff use	Complete Feb 2021	Director Brand & Marketing
	Play an Acknowledgement of Country before all cinema screenings (including festivals and hires)	Complete Feb 2021	Director of Film

Action	Deliverable	Timeframe	Responsibility
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	Create a planning group to develop, present and promote ACMI's NAIDOC Week public and internal program for staff and audiences	Complete Feb 2021	Head of Public Programs & ACMI X
	Ensure all managers are supportive of staff participation in NAIDOC Week, and provide opportunities for all staff to engage with community events	Complete Jul 2021, Jul 2022	Director & CEO
	Ensure RWG participation in an external NAIDOC Week event	Complete Jul 2021, Jul 2022	Chair of RAP Working Group
	Review relevant policies and procedures to remove barriers to staff participating in NAIDOC Week	Jul 2022	Head of People & Culture
10. Ensure that the ACMI collection appropriately acknowledges and pays respect to First Peoples as the custodians of the material	Complete an inventory of ACMI's Collection to identify First Peoples cultural material or objects. Identify the relevant First Peoples who have a relationship with the items	Complete Oct 2021	Head of Collections
	Develop a policy to ensure that First Peoples cultural material is cared for, documented and safeguarded according to advice from First Peoples	Complete Apr 2021	Head of Collections
	Facilitate increased access for First Peoples to their cultural material or objects in the ACMI collections. Share results of cultural inventory	Complete Oct 2021	Head of Collections
	Look at options for working with First Peoples communities to develop agreements around the care of their cultural material	Complete Oct 2021	Head of Collections
11. Make ACMI a welcoming and culturally safe space for First Peoples	Engage an external consultant to complete a cultural safety assessment in our offices	Complete Jun 2021	Head of People & Culture
	Undertake a staff and volunteer survey to understand current levels of cultural safety within the workplace	Complete Jun 2021	Head of People & Culture
	Review feedback mechanisms for team members and visitors to express cultural concerns and adjust as required	Complete Dec 2021	Head of People & Culture
	Research best-practice and principles that support cultural safety in the workplace	Complete Jun 2021	Head of People & Culture
12. Integrate First Peoples' perspectives in programming	Create interpretation policy for work with First Peoples cultural material	Complete Jun 2021	Chief Curator
	Establish and recruit identified First Peoples programming positions in Curatorial, Public Programs and Education	Complete Jun 2021	Head of People & Culture
	Consult with the Indigenous Advisory Group	Review Jun 2021, Jun 2022	Director & CEO

Opportunities



First Peoples are encouraged to work and progress their careers at ACMI. ACMI also looks to engage First Peoples owned business in the organisation's supply chain, acknowledging the economic benefits that First Peoples business brings to local communities.

Action	Deliverable	Timeframe	Responsibility
13. Investigate opportunities to improve and increase First Peoples' employment outcomes within our workplace	Review HR and recruitment procedures and policies to remove barriers to First Peoples participation in our workplace	Complete Jun 2021	Head of People & Culture
	Implement and regularly review and update First Peoples employment and retention strategy	Dec 2021, Dec 2022	Head of People & Culture
	Engage with First Peoples staff to consult on employment strategies, including professional development	Complete Jun 2021	Head of People & Culture
	Meet target of First Peoples staff employed in our workforce rising to 2% and ensure the employment of at least one First Peoples person at management level	Dec 2022	Head of People & Culture
	Advertise all vacancies in First Peoples media	Complete Feb 2021	Head of People & Culture
	Undertake activities to build understanding of current First Peoples staffing to inform future employment and professional development opportunities	Jul 2022	Head of People & Culture
14. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Review procurement policies and procedures to ensure there are no internal barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses	Complete Feb 2021	Head of Finance & Governance
	Develop an ACMI Social Procurement Strategy in line with the Victorian Government Social Procurement Framework to increase First Peoples procurement	Complete Mar 2021	Head of Finance & Governance
	Develop and communicate to staff a list of First Peoples businesses and professionals that can be used to procure goods and services	Complete Feb 2021	Head of Finance & Governance
	Develop at least one new commercial relationship with First Peoples businesses quarterly	Review quarterly from Feb 2021	Head of Finance & Governance
	Engage with the Aboriginal Chamber of Commerce, Kinaway	Mar 2021	Head of Finance & Governance
	Become a member of Supply Nation	Mar 2021	Head of Finance & Governance
	Become a signatory to the First Peoples Art Code	Complete Jun 2021	Chief Curator

Governance, tracking progress & reporting



To ensure that ACMI continually progresses towards its vision for reconciliation, it will regularly review and report against RAP deliverables, noting achievements, challenges and learnings.

Action	Deliverable	Timeframe	Responsibility
15. Establish RAP Working Group (RWG) to actively monitor RAP development and implementation of the RAP	Establish a RWG of no more than 15 members	Complete Feb 2021	Head of People & Culture
	Ensure diverse representation on the RWG, including Aboriginal and Torres Strait Islander peoples	Review annually from Feb 2021	Chair of RAP Working Group
	RWG to meet quarterly to monitor and report on RAP implementation	Review quarterly from Feb 2021	Chair of RAP Working Group
	Establish RWG Terms of Reference	Complete Feb 2021	Chair of RAP Working Group
16. Provide appropriate support for effective implementation of RAP commitments	Ensure adequate resources for RAP implementation as part of annual business plan cycle	Apr 2021, Apr 2022	Director & CEO
	Engage all ACMI staff in the delivery of RAP commitments through annual performance plans	Apr 2021, Apr 2022	Director & CEO
	Share outcomes from RAP WG meetings with ACMI's executive and leadership teams	Quarterly from Feb 2021	Chair of RAP Working Group
	Appoint and maintain an internal RAP Champion from Senior Leadership	Complete Feb 2021	Director & CEO
17. Report RAP achievements, challenges and learnings to Reconciliation Australia	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	Complete Sep 2021, Sep 2022	Chair of RAP Working Group
	Participate in the RAP Barometer	Complete Apr 2022	Chair of RAP Working Group
	Develop and implement systems and capabilities to track, measure and report RAP activities	Complete Feb 2021	Chair of RAP Working Group
18. Report RAP achievements, challenges and learnings internally and externally	Share RAP progress internally quarterly through All Staff and Board meetings and via regular internal communications including CEO Newsletter	Quarterly from Feb 2021	Chair of RAP Working Group
	Publicly report our RAP achievements, experiences and challenges through a dedicated page on our website	Complete Sep 2021, Sep 2022	Chair of RAP Working Group
	Publish an annual RAP report	Complete Sep 2021, Sep 2022	Chair of RAP Working Group
19. Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP	Jun 2022	Chair of RAP Working Group

Contact Details

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